

~~CONFIDENTIAL~~~~SECURITY INFORMATION~~Prepared by Mr. Kirkpatrick  
(outline for speech)

## WHAT A CAREER OF SERVICE IN THE CENTRAL INTELLIGENCE AGENCY MEANS TO YOU

## WHAT IS THE CIA

DOC	4	REV DATE	2-7-81	BY	006199
ORIG COMP	—	OPI	32	TYPE	01
ORIG CLASS	5	PAGES	7	REV CLASS	5
JUST	22	NEXT REV	2011	AUTH	HR 70-2

The CIA is the hardest governmental organization in the world to get into.

It is also the easiest to get out of. It may soon be the best place in the world to work. That will depend on all of us and how well we do our work.

The CIA was created by the Congress of the United States by the National Security Act of 1947. This act was a recognition by the Congress of the need of our country for a permanent professional intelligence service. By placing the CIA directly under the National Security Council, the top policy body in the Executive Branch of the government, the Congress acknowledged that the intelligence service of the United States should be free from politics and inter-departmental jealousies.

The National Security Act of 1947 gave to the CIA the power of coordination of all intelligence activities of the U. S. government. It also stated that it should perform certain services of common concern as agreed to by the National Security Council, etc.

The CIA's job in simplest terms is to see that the policy makers of the United States government are thoroughly informed on what is going on in the world. To do this the CIA must insure that there is adequate collection of information, thorough and accurate processing, correct evaluation, rapid correlation and production, and rapid dissemination to all with a need to know. Thus, CIA's job is so all-encompassing that it is dependent on every individual working in the agency for its success. The incorrect handling of one matter of information, whether a typographic error, incorrect editing, inaccurate evaluation, incomplete dissemination, or an erroneous estimate, can have a serious, if not disastrous, affect on the future course of the United States.

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So the success of the CIA depends equally on every individual--whether executive or courier, typist or analyst, collector or processor, administrator or operator.

#### YOUR CAREER IN THE CIA

That is why the CIA wants you to make a career of this service. It is vital for the security of the United States that a professional intelligence service be developed. Yet an intelligence service is only as good as the individuals in it, and it takes years to develop good intelligence personnel. Consequently the CIA wants assurance that you intend to make a career of service. With this assurance the agency will make a large investment in your career in the form of training, rotation in duty, familiarization programs, etc.

#### PROBATIONARY PERIOD

Every employee of the United States government is required to serve a period of trial service before being given permanent status. In the CIA this period is longer than elsewhere in the government. The reasons for this are: the extensive period required for training intelligence personnel, the necessity of insuring the compatibility of the individual to the requirements of intelligence service, and sufficient period of time on the job for a true evaluation of competence.

#### SELECTION FOR CAREER SERVICE

Your selection for CIA Career Service is a major step forward in your professional life. It is also an important action for the CIA. Once chosen as a member of the Career Service, your future is secured as long as your competence and conduct meet the agency's requirements. To be chosen for

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Career Service you will not only have to meet all of the requirements placed on you during your probationary period satisfactorily, but will also be required to appear personally before the Selection Panel.

#### CAREERS FOR WOMEN

Women are afforded as equal an opportunity as men for advancement in the CIA. Special attention will be given to furthering the careers of women by the office career service boards, the Personnel Office, and a panel of some of the top women in the agency.

#### WHAT MAKES A GOOD CIA OFFICER

Complacency is the antithesis of a good intelligence officer. Constant alertness must be maintained concerning every situation throughout the world. Nothing can be taken for granted; nothing should be prejudged. A good CIA officer must be judicial concerning the facts, and constantly looking for the meaning of every event throughout the world.

#### TENURE

Today CIA personnel have tenure at the discretion of the Director. This will be the situation on a permanent basis. Recognizing that CIA personnel do not have the tenure of Civil Service, legislation will be secured to insure status as long as conduct and competence are maintained.

#### DEPENDENT BENEFITS

Whereas today there are no dependent benefits for CIA employees, efforts will be made to correct this situation at an early date. It may be, however, that dependent benefits will be available only for individuals serving overseas.

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